

OUTLOOK

A WEEKLY NEWSPAPER FOR FACULTY AND STAFF AT THE UNIVERSITY OF MARYLAND AT COLLEGE PARK

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Campus Periodic Review Report Available for Comment

For almost a year a group of 57 faculty, staff and students has been working to produce the Periodic Review Report for the College Park campus soon to be submitted to the Middle States Association, the university's regional accrediting body.

The periodic review, coming at the mid-point of the ten-year accreditation cycle, is intended to take stock of changes in the university since the last review (in 1986), assess how far earlier recommendations were implemented, and identify emerging challenges facing the institution.

The periodic review report has assumed an importance approaching that of the ten-year self-study since it now serves as the basis for a decision whether or not to re-accredit the university, notes Arts and Humanities Professor James Leshner, who is coordinating the campus' review effort.

An essential part of the process is circulation of a penultimate version of the official report for criticism by members of the campus community. Faculty and staff can ask the chairs or directors in their units for a copy of

the document. Copies also are available at McKeldin Library.

Comments, criticisms, and suggested changes should be sent by April 3 at the latest either to Acting Provost Jacob Goldhaber, Office of Academic Affairs, or to Leshner, Room 1120 Francis Scott Key.

According to Leshner, who was the main author of the 1985-86 Middle States Self-Study for the College Park campus, the present review will

show that the campus has made significant progress in a great many areas during the last five years, but that much of it has been either negated or put on hold by rounds of budget cuts.

In their various reports, he says, the periodic review committees have attempted to identify the major changes taking place at College Park and sketch out a blueprint for action for the next five years.

Board of Regents Revises Employee Tuition Remission Policy

The Board of Regents has voted to amend the present tuition remission policy for spouses and dependent children of permanent university faculty and staff to include a "length of service" eligibility requirement.

Under the old policy university employees could send their spouses and children to any UM System institution, including UMCP, tuition-free.

Under the new policy approved by the Regents at its February 28 meeting, the tuition benefit for spouses and dependent children of employees who join the university workforce on or after July 1, 1992, will be available only after the employee has worked for the university for two years.

Dependents of staff who have been

employed by the university prior to January 1, 1990, may register for courses at any of the institutions of the UM system, with 100 percent tuition remitted at both the undergraduate and graduate level.

Dependents of staff whose employment began on or after January 1, 1990 and before July 1, 1992, may receive tuition remission of 100 percent on courses toward a first undergraduate degree at the institution where the spouse or parent is employed. The tuition remission benefit will not apply to graduate or postbaccalaureate level courses.

The Board will review these policies by June 30, 1993.

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Labor Department and University Sign Settlement Agreement

The United States Department of Labor and UMCP have signed a Settlement Agreement resolving a long-running administrative dispute. This action settled administrative Case No. 90-OFC-21 brought against the university by the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). The case was pending before a DOL Administrative Law Judge.

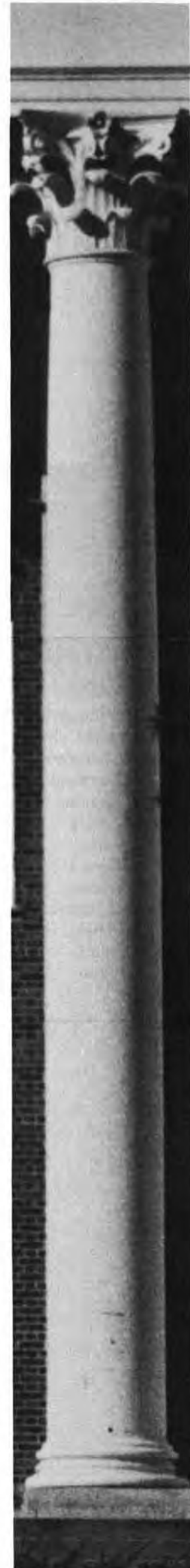
The case arose out of a routine review of the university's compliance with the federal requirements governing employment practices of federal contractors. The review was initiated by OFCCP in 1987 in anticipation of the award to the university of a multi-million dollar federal research contract.

Following its review, OFCCP deter-

mined that the university's affirmative action plan was satisfactory, and it found no evidence of discrimination with regard to eight of the nine job categories reviewed, e.g. tenured faculty, maintenance personnel.

However, OFCCP did allege that although no individual or group claimed that the university had discriminated against them, statistics provided by the university showed that beginning October 1985 significant differences existed in the rates at which job offers were extended to qualified black and white applicants for secretarial/clerical positions. It was this statistic analysis which formed the basis of OFCCP's enforcement action.

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Campus Senate to Meet March 19

The College Park Campus Senate is scheduled to meet Thursday, March 19 from 3:30 p.m. to 6:30 p.m. in Room 0126 Reckord Armory. In addition to a 15-minute Q&A with President William E. Kirwan, Undergraduate Studies Dean Kathryn Mohrman will report on the status of undergraduate education. Two items scheduled for action by the Senate include a resolution on advising and a resolution on nondiscrimination as to sexual orientation.

Agreement Reached

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Under the terms of the Settlement Agreement, the university over the next three years will:

- provide additional equal employment opportunity/affirmative action training to university personnel.
- make job interviews more objective and increase the current review of hiring decisions by university equity officers.
- make 60 offers of secretarial/clerical jobs to black applicants who were previously found qualified but who did not receive job offers. These offers are to be made within the next three years

or within the period required for the university to make 300 secretarial/clerical job offers, if that period is longer than three years.

- place \$230,000 in escrow, to be distributed to certain black applicants not offered employment, the recipients to be identified by OFCCP.

The university has a strong and demonstrated commitment to affirmative action and equal employment opportunity. Despite its belief that its practices were and are not discriminatory, the university has determined that this Settlement Agreement is the best means of concluding this longstanding and increasingly expensive dispute.

Mock Trial Association Takes First and Second Place in National Competition

Two teams from College Park's Mock Trial Association took first and second place in the National Intercollegiate Mock Trial Tournament recently held at the Drake University Law School in Des Moines, Iowa.

"We are now the dominant mock trial power in the entire country," says Noel Myricks, coach of the College Park teams and associate professor in the Department of Family and Community Development. "As a result of our unprecedented success, the quality of our undergraduate program will be talked about from Florida to South Dakota and California to New Hampshire."

The two College Park teams competed against approximately 50 teams in the Gold Flight, or advanced, division. Among the rival universities were the University of Michigan, the University of Illinois, Ohio State University, Michigan State

University, Notre Dame, DePaul, Purdue, and the University of Colorado.

Another 50 teams competed in the Silver Flight, or less-advanced, division. More than 150 teams competed for a spot in the tournament.

The event is hosted annually by the American Mock Trial Association. This year's championship round was held at the Iowa Supreme Court, with Justices of that court presiding.

The awarding of first and second place to teams from the same school is an unprecedented event in the tournament's history. As a result, the Association's executive board is now considering an amendment which would limit to one the number of teams each school can enter in the national tournament. The proposed amendment is being called the "Maryland Rule."

UMCP to Host State Junior Science and Humanities Symposium

The university will host the Junior Science and Humanities Symposium for the state of Maryland. Entitled "The Adventure of Science--Catch the Spirit," the symposium will be held March 26 and 27 at the Greenbelt Marriot and on campus.

College Park was selected by the Academy of Applied Science and the U.S. Army Research Service as the host campus for the symposium, one of 46 held annually at universities around the country.

One hundred sixty gifted high school science students and forty teachers have been selected to attend. The goal, according to Associate Engineering Dean Marilyn Berman, is to encourage and reward students for achieving in the sciences, mathematics

and engineering. President William E. Kirwan will welcome the participants and Zoology Professor Eugenie Clark will deliver the keynote address.

Ten student papers will be selected for presentation. Martin-Marietta Corp. will provide a total of \$4,000 in prizes for the most outstanding papers. The top student-researcher will have the opportunity to present his or her research at the National Symposium in Knoxville, Tennessee in May.

During the second day of the symposium, students will visit campus research laboratories for demonstrations in physics, engineering, mathematics, astronomy, computer science, chemistry, and biology.

Letter to the Editor

Editor:

The Student Honor Council wishes to thank the following faculty for sitting on Honor Review Boards in the fall 1991 semester:

Ann Wiley (geology), Greig Stewart (journalism), Katherine McAdams (journalism), Suzanne Curtis (nutrition), Leslie Whittington (textiles and consumer economics), Frank Hetrick (microbiology), Sam Joseph (microbiology), Henry Haslach (engineering), Gary Pertmer (engineering), Lorin Krusberg (botany), Noel Myricks (family and community development), Jack Tossell (chemistry), David Mount (computer science), Kent Cartwright (English), Allen Davis (civil engineering), William Harwood (chemistry), Gwendolyn Kaye (computer science), Kent Norman (psychology), Janet Wagner (textiles and consumer economics), Raj Khanna (chemistry & biochemistry), Dianne O'Leary (computer science), George Eley (curriculum & instruction), Virginia Trimble (astronomy), James Herndon (chemistry), Gary Stutte (horticulture), and John Gannon (computer science).

Faculty commitment is a crucial component to promoting the University of Maryland. The cooperation and assistance of these faculty members reflect their commitment.

Courtney A. Plotnick
Chair, Student Honor Council

Correction

The March 2 issue of Outlook reported that College Park libraries will be open until 10 p.m., Monday through Friday. Actually, all libraries close at 5 p.m. on Fridays. The new schedule goes into effect March 16 until the end of the semester.

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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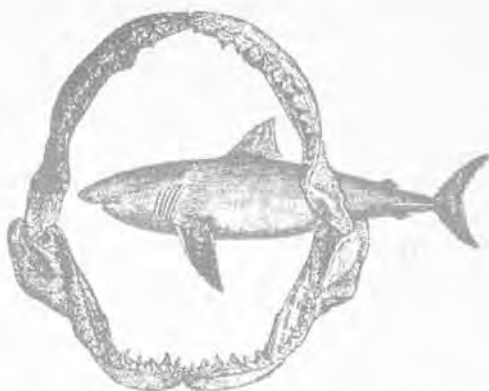
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Letters to the editor, story suggestions, campus information & calendar items are welcome. Please submit all material at least three weeks before the Monday of publication. Send it to Editor Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4621. Electronic mail address is outlook@pres.umd.edu. Fax number is (301) 314-9344.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Eugenie Clark to Lecture for "Celebrate Learning" Series

Eugenie Clark, professor of zoology and internationally recognized expert on shark behavior, will discuss her work—a lifetime of academic progress through scientific inquiry—on March 18 at 7 p.m. in Rm. 2203 of the Arts-Sociology Building. Clark's lecture is the second in the new "Celebrate Learning" series sponsored by the Division of Letters and Sciences. The series is an effort to help students develop thoughtful, comprehensive plans for their general education and to help students make careful decisions about choice of major. For more information call 314-8418.



FYI

Piano Competition Winner to Play Benefit

Award-winning pianist Haesun Paik is returning to College Park, site of one of her international triumphs, to play a benefit concert on Saturday, March 28, 1992. The performance will take place at 8 p.m. in the auditorium of the Center of Adult Education.

In 1989 Paik took the coveted first prize in the William Kappell International Piano competition held on the College Park campus and in the summer of 1991 went on to win fourth prize in the Queen Elizabeth

International Music Competition at Brussels, Belgium. A student of Russell Sherman, Paik has had extensive concert experience, including appearances at Lincoln Center in New York and Kennedy Center in Washington, D.C.

The first half of Paik's March 28 program will include music by Scriabin, Bartok and Chopin, while the second part will be music by or influenced by Mozart—the Mozart Piano Sonata in F Major, K. 533 and Liszt's "Reminiscences de Don Juan," based on Mozart's Don Giovanni.

Proceeds from the benefit concert, which is sponsored by the Korea Council, will be used to expand Korean language instruction and promote Korea-related activities at UMCP and to implement

student/faculty exchanges between College Park and universities in Korea.

Tickets are \$250 per couple for sponsors; \$100 per couple for patrons; \$50 per couple for friends; \$15 per ticket for regular admission, and \$5 per ticket for students and seniors. Call (301) 405-4776 for information.



Haesun Paik

Physical Plant's Ted Allen to Retire After 31 Years of Service

Theodore R. Allen, assistant director of Physical Plant, will retire after 31 years of service to the university.

Allen joined UMCP as a plumber's apprentice in 1960. He currently supervises all trades and engineering functions including the Heating Plant and Work Control Center that support the campus.

In 1990, he received the first "Physical Plant Lifetime Achievement Award" and in 1988 was honored with an Associate Staff Award at the annual Faculty/Staff Convocation for his outstanding contributions to the campus.

On April 1, his 325-member Division of Plant Maintenance and Engineering will bid him farewell at a luncheon at the Center of Adult Education. Because Allen's lifetime of conspicuous achievement and contributions to the university has touched every area of the university, all members of the campus community are invited to attend the April 1 luncheon. Call Marla Bonner at 405-3231 for details and reservations no later than March 20.



Ted Allen

College Park Selected for National Collaboration on General Education Reform

The university has been selected from a pool of 118 applicants by the Association of American Colleges to be part of a 16-institution consortium on maintaining and improving general education.

Supported by the Lilly Endowment, the Strong Foundations for General Education project will enable institutions to work together to devise various means to better support general education.

"Most of these institutions already have strong and coherent general-education curricula," says Jerry G. Gaff, project director. "Now they are seeking ways to elevate the stature of general education and weave it into the very fabric of academic life so that their reforms remain vital."

The first phase of the project allowed three representatives from each of the 16 institutions to attend the project's kick-off meeting January 7-8 in Washington, D.C. Kathryn Mohrman, dean for undergraduate studies, was in attendance.

"It was a great chance for all of the institutions to compare notes," says Mohrman. "I am pleased and proud that College Park was selected for the project."

Other related activities will include periodic meetings, campus visits, and involvement in a national conference in summer of 1993.

Morris Rosenberg, Professor of Sociology, Dies

Morris Rosenberg, 69, professor of sociology, died of lymphoma Feb. 14 at Sibley Memorial Hospital.

Rosenberg received his bachelor's degree from Brooklyn College and his master's and doctoral degrees in sociology from Columbia University. He was born in New York City and lived in Bethesda.

Rosenberg taught at Cornell University from 1951 to 1956 before moving to this area for a position at the National Institute of Mental Health. There, he was chief of the section on social studies in therapeutic settings.

Rosenberg joined the university in 1975. His area of interest was how social factors affect the way people

see themselves. He was the author of five books, including *Conceiving the Self* which won the American Sociological Association's distinguished contribution to scholarship award in 1981. Rosenberg also edited or contributed to seven other books.

A past president of the Eastern Sociological Society and the D.C. Sociological Society, Rosenberg was also a past vice president of the American Sociological Association.

Contributions to the Morris Rosenberg Memorial Fund can be made to the Department of Sociology, care of Mildred Yen. A memorial service will be held Friday, April 3 at 3 p.m. in the West Chapel.

Memorial Service to be Held for Brown March 20

A memorial service for Marilyn Kersting Brown will be held on Friday, March 20, at 3 p.m. in the Memorial Chapel. Brown, who was director of the Office of Institutional Studies, died of cancer on Feb. 9. Memorial contributions can be sent to the Marilyn K. Brown Loan Fund, which assists returning women students with short-term financial assistance, in care of the Office of Institutional Advancement, 3112 Lee Bldg.

CALENDAR

Higginbotham to Present Harriet Tubman Lecture

Evelyn Brooks Higginbotham, a former UMCP Afro-American Studies faculty member and a leading black female theoretician in the area of African-American women's history, returns to College Park on March 16 to deliver the first annual Harriet Tubman Lecture. Sponsored by Africa and Africa and the Americas, and celebrating Women's History Month, the free lecture will be held from 3 p.m. to 4:30 p.m. in the Multi-Purpose Room of the Language House.

MARCH 16-25

16 MONDAY

President's Commission on Women's Affairs Meeting, noon-1:30 p.m., 1102 F.S. Key. Call 5-5806 for info.

Harriet Tubman Lecture, Evelyn Brooks Higginbotham, University of Pennsylvania, 3-4:30 p.m., Multi-purpose Room, St. Mary's Hall. Call 4-9344 for info.

Entomology Colloquium: "Mutualists, Enemy Free Space, and Plant Characteristics as Determinants of Host Plant Range in *Brephidium exilis* (Lepidoptera: Lycaenidae)," Stefan Sommer, Idaho Museum of Natural History, 4 p.m., 0200 Symons. Call 5-3912 for info.

Horticulture Colloquium: "The Molecular Biology of Photoperiodism," Gerald F. Deitzer, Horticulture, 4 p.m., 0128B Holzapfel. Call 5-4336 for info.

Computer Science at College Park Colloquium: "Defining and Supporting Integration in Software Engineering Environments," Ian Thomas, 4 p.m., CLB 0111. Reception, 3:30, 1152 AVW. Call 5-2661 for info.

Space Science Seminar: "Ulysses Encounter With Jupiter: Hot Plasma Results," G. Gloeckler, Physics and IPST, 4:30 p.m., 1113 Computer/Space Science. Call 5-6226 for info.

Undergraduate Women's Leadership Committee

Presentation: "The History of Women at UMCP," with performances, films, speakers and exhibits, 4-6 p.m., Stamp Student Union Atrium. Call 4-8505 for info.

Division of Letters and Sciences "Celebrate Learning" Lecture

"Mathematics and the Sciences," Eugene Clark, Zoology, 7 p.m., 2203 Art/Soc. Call 4-9896 for info.

Women's History Month Journalism Discussion

"Career Opportunities in the 90s for Women in Journalism and Mass Communication Professions," panel of area professionals, 1208 Zoo/Phys. Call 5-2398 for info.

Architecture Lecture, "The Meaning of Louis Sullivan's Banks," Nardisco Menocal, U. of Wisconsin at Madison, 7 p.m., School of Architecture Auditorium. Call 5-6284 for info.

19 THURSDAY

Last day to register for the "Sexualities, Dissidence, and Cultural Change" symposium, April 10. Call 5-6830 for info and registration.*

Senate PCC Open Hearing, any aspect of the APAC Report as well as recommendations regarding Department of Urban Studies and Planning, Agricultural and Extension Education, and Housing and Design, 8:30-10:00 a.m., Maryland Room, Marie Mount Hall. Call 5-5805 for info.

Women of Color Committee

Presentation: "Listening to Women's Voices: Celebrating Our Diversity" and presentation of first Women of Color Awards for contributions to the UMCP minority community, noon-2 p.m., Stamp Student Union Atrium. Call 5-2327 for info.

Campus Senate Meeting, 3:30 p.m.-6:30 p.m., 0126 Reckord Armory. Call 5-5805 for info.

Meteorology Seminar: "Influence of Physical Parameterizations on the Global Circulation," Yogesh Sud, NASA, 3:30 p.m., 2114 Computer and Space Sciences; refreshments, 3 p.m. Call 5-5392 for info.

"Writers Here and Now" Reading, Brenda Hillman and Campbell McGrath, 3:30 p.m., 1120 Surge Building. Call 5-3819 for info.

Join/Form a Team, Softball, 4 p.m., 0119 Armory. Call 4-7218 for info.

Engineering Research Center

Reliability Seminar: "Best Practices in Reliability Engineering-NASA's New Thrust," Ronald Lisk, NASA, 5:15-6:15 p.m., 2110 Chemical and Nuclear Engineering Bldg. Call 5-3887 for info.

20 FRIDAY

Botany Seminar: "Changes in Stem Cell Wall pH During Gravitropism," Mark Jacobs,

Swarthmore College, noon, 2242 Patterson. Refreshments, 11:30 a.m., 1216 Patterson. Call 5-1588 for info.

Israel Committee Lunch Time Talk for Faculty and Graduate Students

"The Erosion in Israeli Deterrence," Efraim Inbar, Bar-Ilan Center for Strategic Studies and Georgetown U., 12:15 p.m., 1102 F. Scott Key. Call 54268 to reserve a kosher deli lunch (\$5.00).

Center for Neurosciences Seminar

"Youthful Excess: Observations on the Development of Cortical Projections," Brent Stanfield, NIH Poolsville, noon, 1208 Zoo/Phys. Call 5-6915 for info.

First National Bank of Maryland

Finance Research Colloquium: "Market Statistics and Technical Analysis: The Role of Volume," Maureen O'Hara, Cornell 1-2:30 p.m., 2102 Tydings. Call 5-2256 for info.

Mental Health Lunch 'n' Learn

Seminar: "Lesbian Identity Development and Clinical Implications," Susan McCann, therapist, 1-2 p.m., 3100E Health Center. Call 4-8106 for info.

Agricultural and Resource Economics

Seminar: "Environmental Degradation in Tropical Agriculture," Ramon Lopez, Agricultural and Resource Economics, 2-4 p.m., Resources for the Future, 1616 P. St. NW., Washington DC. Call 5-1293 for info.

21 SATURDAY

Women's Tennis vs NC State, 11 a.m., Tennis Bubble. Call 4-7001 for info.

South Atlantic Medieval Seminar: discussion of papers, "La vision de la mujer en la IV Partida," by Marilyn Stone, SUNY Kinsborough, and "La novel sentimental y la mística franciscana," by Soledad Traverso-Rueda, Spanish and Portuguese, 2-5 p.m., 1139 Stamp Student Union (in Spanish). Call 5-6441 for info.

22 SUNDAY

Men's Tennis vs NC State, 1 p.m., Tennis Bubble. Call 4-7001 for info.

Artist Scholarship Benefit Series 10th Anniversary Surprise Spectacular, 3 p.m., The Walters Art Gallery, Baltimore. Call 5-5548 for more info.*

Concert Society at Maryland

"The Year 1492: Spanish Music in the Age of Columbus," Waverly Consort, 7:30 p.m.; pre-concert seminar, 6 p.m., Center of Adult Education, \$17 standard admission, \$15.30 faculty and staff,

\$14.50 seniors and \$5 students. Call 80-4240 for info and reservations.*

23 MONDAY

President's Commission on Women's Affairs Steering Committee Meeting, noon, Rossborough Inn. Call 5-5806 for info.

Entomology Colloquium: "What's New in Urban Pest Management," Jay Nixon, American Pest Management, Takoma Park, MD., 4 p.m., 0200 Symons. Call 5-3912 for info.

Computer Science at College Park

Colloquium: "Introduction to Kolmogorov Complexity and its Applications," Paul M.B. Vitanyi, University of Amsterdam, 4 p.m., CLB 0111. Reception, 3:30, 1152 AVW. Call 5-2661 for info.

Horticulture Colloquium: "Lost Eden, Flash Adams and the Grandma's Lace Metaphor," Fanny T. Tosca, Horticulture, 4 p.m., 0128B Holzapfel. Call 5-4336 for info.

Space Science Seminar: "Ulysses Radio Astronomy Results at Jupiter," M. Kaiser, NASA, 4:30 p.m., 1113 Computer/Space Science. Call 5-6226 for info.

People Active in Community Effort

(PACE) Lecture: "Commitment to Social Justice," Carol Fennelly, Community for Creative Non-Violence, 7:30 p.m., Stamp Student Union Atrium. Light refreshments served. Call 495-4900 for info.

Women's Studies Lecture: "The Hero's Fight: Impoverished Families in Baltimore and the Myth of the Underclass," Maria Patricia Fernandez Kelly, Johns Hopkins U., 8 p.m., 2203 Art/Soc. Call 5-6877 for info.

24 TUESDAY

University Theatre: The Faustus Project, Mar. 24-29 and Mar. 31-Apr. 4 at 8 p.m.; Mar. 29 and Apr. 5 at 2 p.m., Pugliese Theatre; \$8 standard admission, \$6 students and seniors. Call 5-2201 for info.*

Ecology Seminar: "Are They Serious? Play in Infant Antelopes," Kaci Thompson, Zoology, noon, 1208 Zoo/Phys. Call 5-6940 for info.

Black Women's Council Program

"Sister to Sister: Sharing and Caring," noon-1 p.m., Maryland Room, Marie Mount Hall. Call 5-3878 for info.

The Waverly Consorts' ten singers and instrumentalists perform Spanish music from the Christian court of Ferdinand and Isabella, the Moors of Granada, and the out-cast Sephardim in "The Year 1492: Spanish Music in the Age of Columbus" on March 22 at 7:30 p.m. (pre-concert seminar, 6 p.m.) at the Center of Adult Education. Admission is \$17 standard, \$15.30 faculty and staff, \$14.50 seniors and \$5 students. Call 80-4240 for info and reservations.*

Center for Teaching Excellence Faculty

Workshop: "Practical Strategies for the Classroom," 3-5 p.m., Maryland Room, Marie Mount Hall. Light refreshments served. Call 5-3154 for info.

Dingman Center for Entrepreneurship

Seminar: "Government Contracting Strategies: Successful Financial Management in a New Era," 6:30-9:30 p.m., Pooks Hill Marriott, Bethesda, MD. \$35 regular admission, \$15 UM Faculty, Staff, and Students. Call 5-2151 for info and registration.*

25 WEDNESDAY

Art Gallery Exhibition:

"Maryland State Artist Series," Mar. 25-Apr. 24; opening reception, Mar. 25, 5:30-7:30 p.m., The Art Gallery. Call 405-2763 for info.

Last day to register for Empowerment Strategies for African-Americans in Work Force 2000 Seminar, April 17, \$50 registration fee. Call 5-7403 for info.*

Women's History Month Workshop

"Sexual Harassment," Virginia Foxworth Human Relations, 1-2:30 p.m., 1202 Engineering. Call 5-3857 for info.

Women's History Month Poetry

Reading, Minnie Bruce Pratt, Women's Studies; Elaine Upton, English; Valerie Jean, Hornbake; Phillis Levin, English; Inike Phas, Spanish, 3-4 p.m., 1101 Surge. Call 5-3783 for info.

Dance Performance, Improvisations Unlimited, today-March 28, 8 p.m., Dorothy Madden Studio/Theater. \$8 standard admission and \$6 students and seniors. Call 5-3190 for info.*

University Theatre: The Faustus Project, 8 p.m., Pugliese Theatre. See Mar. 24 for details.*

*Admission charged for this event. All others are free.

